UAMS EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES

1. UAMS, through its responsible managers, shall seek to recruit, hire, reclassify, train and promote without regard to race, color, religion, national origin, creed, service in the uniformed services (as defined in state and federal law), status as a protected veteran, sex, age, marital or family status, pregnancy, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation. The UAMS Anti-Discrimination policy is located in the UAMS Administrative Guide, Policy 3.1.10.

2. Management shall seek to ensure that personnel actions such as compensation, benefits, layoffs, returns from layoffs, sponsored trainings, educational tuition assistance, and social and recreational programs, shall be administered in a non-discriminatory fashion.

3. Management shall base employment decisions on the principles of equal employment opportunity and with the intent to further the commitment to equal employment. At no time will covered employees, or covered applicants for employment, who seek assistance pursuant to this policy be subject to discipline, or have opportunities for employment adversely affected because of such efforts.

4. Management shall take affirmative action to ensure that qualified minority group individuals, women, protected veterans, and qualified individuals with a physical or a mental disability are considered for employment and promotions on a non-discriminatory basis. The UAMS Affirmative Action policy is located in the UAMS Administrative Guide, Policy 4.5.01.

5. Management shall seek to ensure that employees and applicants are not subject to harassment, intimidation, threats, coercion or discrimination because they have engaged in, or are engaging in any of the following under Executive Order No. 11246, The Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), the Jobs for Veterans Act, or the Arkansas Veterans Preference Law:
   a. Filing a complaint
   b. Assisting or participating in an investigation, hearing, or administrative action;
   c. Opposing an unlawful practice; or
   d. Otherwise exercising any other legally protected right.

6. Applicants and employees are given the opportunity to voluntarily self-identify their status as a person with a physical or a mental disability or a protected veteran. This self-identification is strictly voluntary, confidential, and will not result in retaliation.

Daniel W. Rahn, M.D., Chancellor
Date May 7, 2014